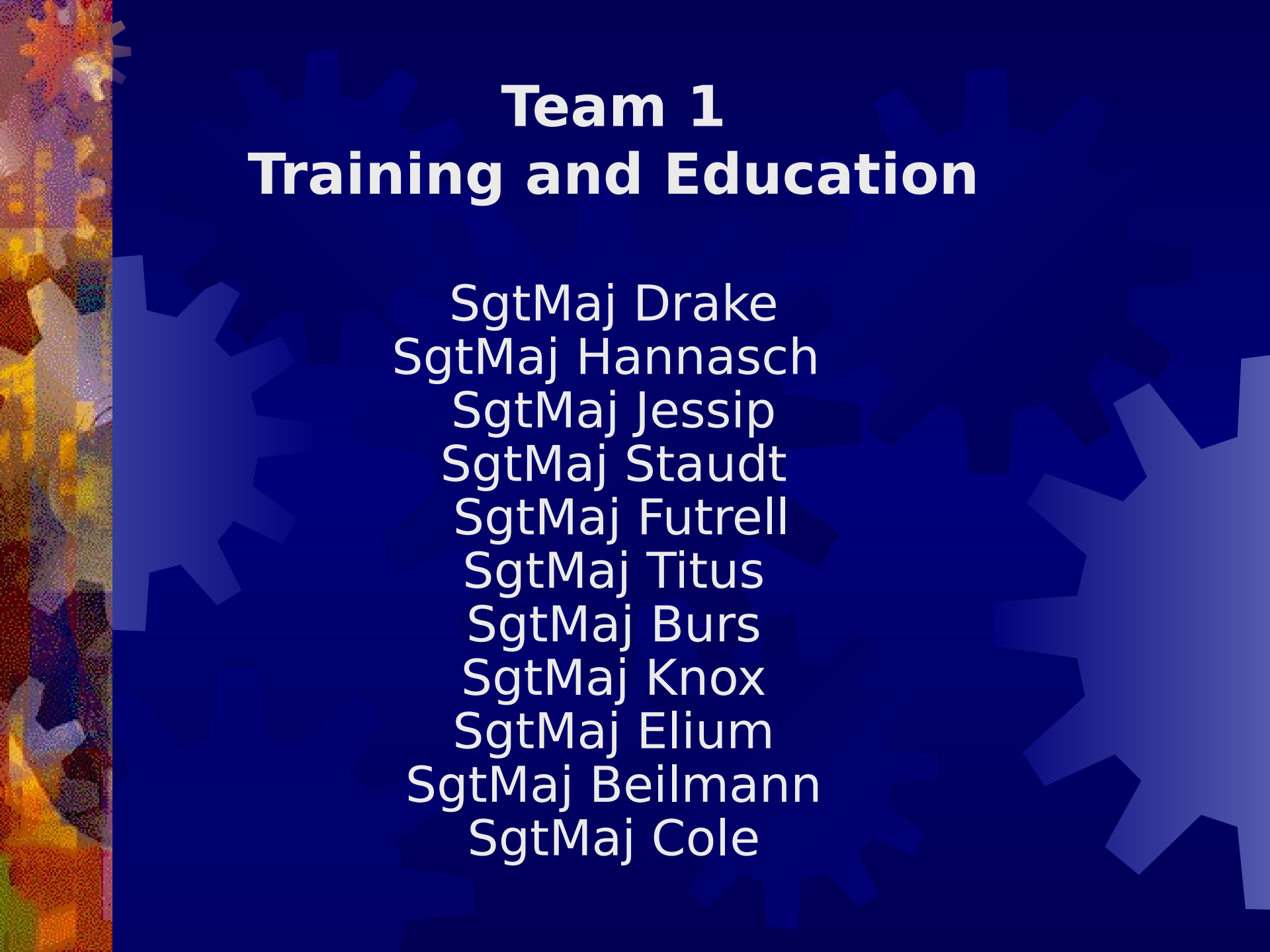




2005 Sergeants Major Symposium

Outbrief for the ACMC



Team 1

Training and Education

SgtMaj Drake
SgtMaj Hannasch
SgtMaj Jessip
SgtMaj Staudt
SgtMaj Futrell
SgtMaj Titus
SgtMaj Burs
SgtMaj Knox
SgtMaj Elium
SgtMaj Beilmann
SgtMaj Cole



2005 SgtsMaj Symposium Agenda Items

- ★ Senior Enlisted Education
- ★ Female Physical Fitness Test
- ★ Desert Utilities (TAP) issue
- ★ Marine Corps Mentoring Program

Topic: Senior Enlisted Education

Discussion:

- ★ There is an expressed concern for additional education for our senior enlisted
- ★ Future changes to POI at SNCOAs will enhance the develop of Marines as they move through the ranks of LCpls - GySgt, resulting in a better senior enlisted leader
- ★ Time away from unit is a consideration when developing any education program
- ★ The desires of the SgtsMaj symposium ranged from a full academy to other educational opportunities equivalent with our officer corps

Briefer's Name: SgtMaj Hannasch



Topic: Senior Enlisted Education

Recommendation:

- Await the results of the current re-write of the SNCOA POI
- Table this item until the determination is made on the the appropriate level and type of education desired for our senior enlisted
- SMMC direct a study to determine best avenue of approach to improve senior enlisted education

Topic: Female Physical Fitness Test

Discussion: The flexed arm hang has been the common strength test for women in our Corps for decades. There is a perception of unfair advantage in scores.

- ✦ Past
- ✦ Present
- ✦ Future

Briefer's Name: SgtMaj Titus



Topic: Female Physical Fitness Test

Recommendation: CMC direct T&E to conduct a study utilizing subject matter experts to :

Develop a technique and or scoring matrix to create equity.

Topic: Marine Corps

Combat Utilities (TAP)

Discussion: Much time and money is spent (to issue TAP gear to Marines deploying into combat.)

- ★ Current Process
- ★ Streamline the Process
- ★ Saved Man-hours + Saved Storage space =
SAVED MONEY!

Briefer's Name: SgtMaj Cole



Topic: Desert Utilities (TAP)

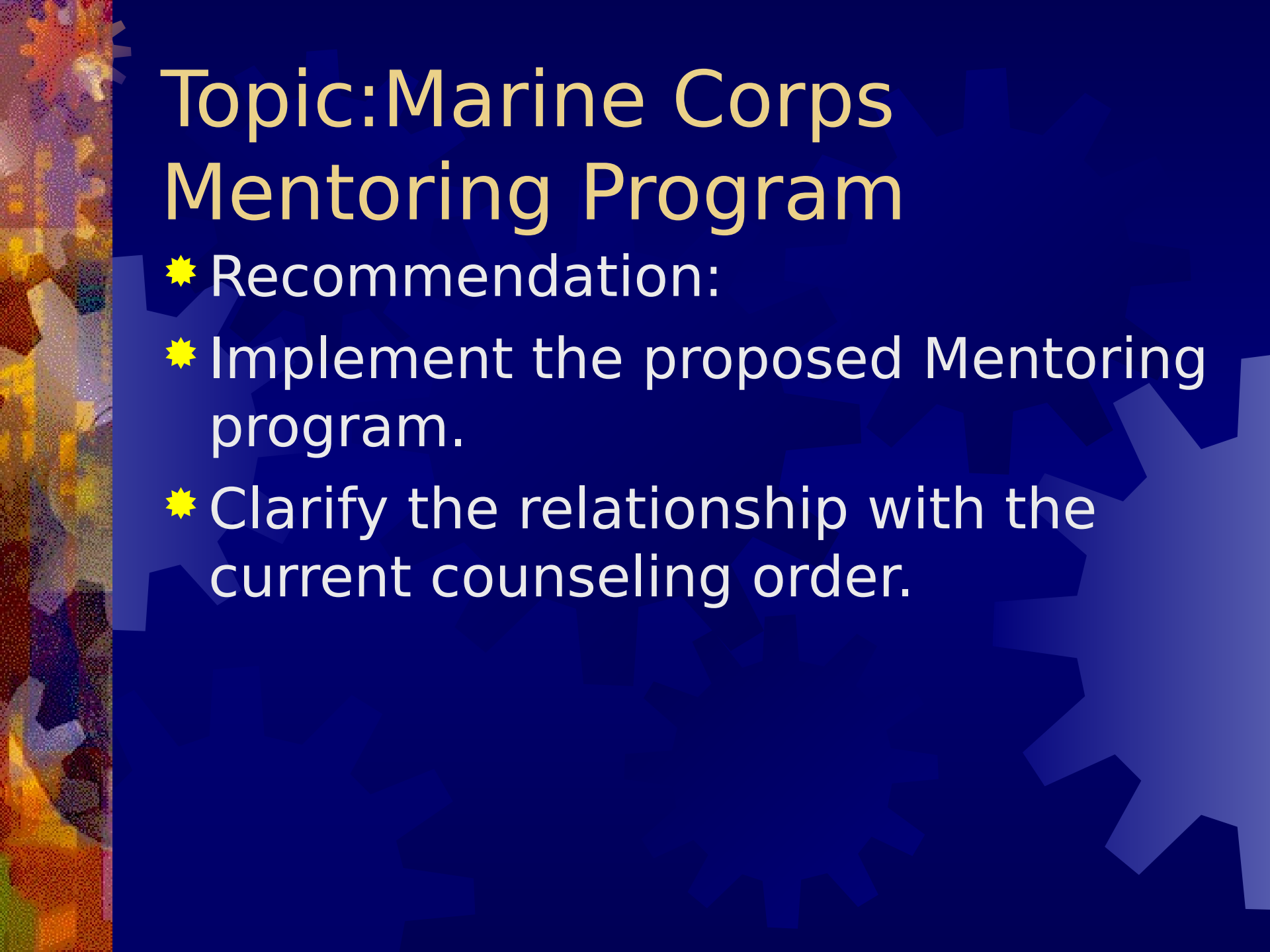
Recommendation: The process should be streamlined and the cost significantly reduced by simply crediting the individual who would normally receive the TAP issue the cost of two sets of utilities with covers, plus one pair of boots upon return from deployment.



Topic: Marine Corps Mentoring Program

- ★ Discussion: This program provides guidance with which Marines, leaders and commanders can develop, conduct, and evaluate mentoring within the unit.
- ★ It simply gives the leader another tool to develop leaders.

Briefer's name: SgtMaj D



Topic: Marine Corps Mentoring Program

- ★ Recommendation:
- ★ Implement the proposed Mentoring program.
- ★ Clarify the relationship with the current counseling order.



Team 2 TATTOOS

**SGTMAJ HARRIS
SGTMAJ MCBRIDE
SGTMAJ C.R. GREEN
SGTMAJ WILLIAMS
SGTMAJ RICKER
SGTMAJ MILTON-STEWART
SGTMAJ DONHAUE
SGTMAJ HOLLINGS
SGTMAJ PULLEY**



2005 SgtsMaj Symposium Agenda Items

- ★ MCO ON TATTOOS

Topic:

Discussion:

INCONSISTENT STANDARD

- ✱ ACCESSION
- ✱ SDA
- ✱ OFFICER COMMISSIONING PROGRAMS
- ✱ MARINES IN OPERATING FORCES

INCONSISTENT ENFORCEMENT

- ✱ Resulting in non-compliance of MC traditional/conservative personal appearance standards

Briefer's Name: SgtMaj HARRIS

Topic:

**Recommendation: MCO 1020.34G STATES;
THAT TATTOOS AND BRANDING OF THE NECK
AND HEAD ARE PROHIBITED . IN ALL
OTHER AREAS OF THE BODY , TATTOOS
OR BRANDS THAT ARE PREJUDICIAL TO
GOOD ORDER AND DISCIPLINE AND
MORALE OR ARE OF A NATURE TO BRING
DISCREDIT UPON THE MARINE CORPS ARE
ALSO PROHIBITED. THIS ORDER NEEDS TO
BE UNIFORMLY ENFORCED BE ENFORCED
MARINE CORPS WIDE.**

**-ALL SDA CHECKLIST WILL COMPLY WITH
SPIRIT AND INTENT OF MCO 1020.34G
ACCESSION STANDARD SHALL ALSO ADHERE
TO THE MCO.**

REFER TO MCO P1040.40A, PAR 6

Topic: CONUS COLA

Discussion:

- ★ COST OF LIVING EXCEEDS MARINE'S BAH
- ★ COMMUTE OVER 50 MILES
- ★ SAFETY
- ★ TROOP WELFARE/ QUALITY OF LIFE

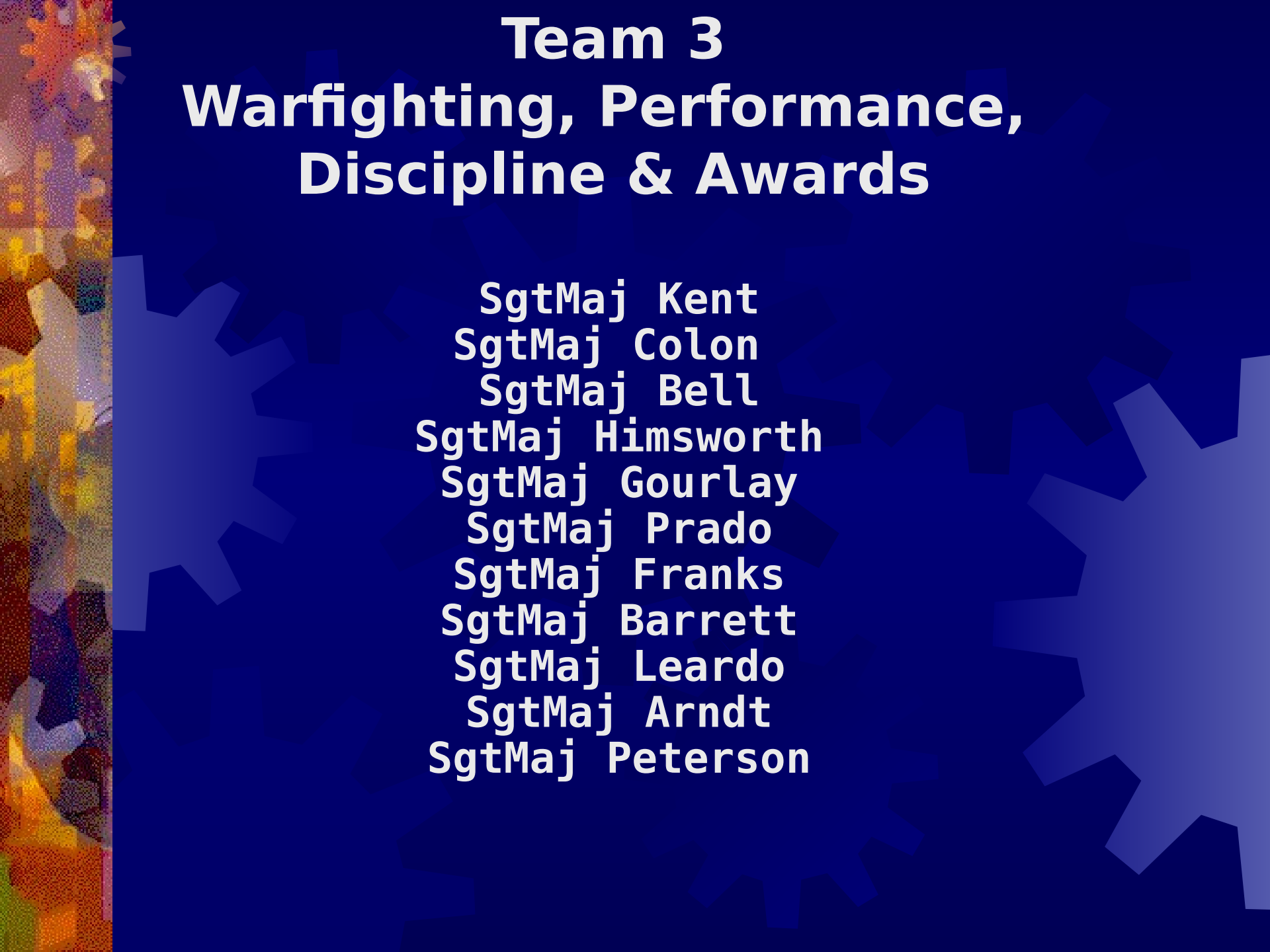
Briefer's Name: SgtMaj HARRIS

Topic: CONUS COLA

Recommendation:

- ★ Refer to ILA for further review/consideration

Briefer's Name: SgtMaj HARRIS



Team 3

Warfighting, Performance, Discipline & Awards

SgtMaj Kent
SgtMaj Colon
SgtMaj Bell
SgtMaj Himsworth
SgtMaj Gurlay
SgtMaj Prado
SgtMaj Franks
SgtMaj Barrett
SgtMaj Leardo
SgtMaj Arndt
SgtMaj Peterson

2005 SgtsMaj Symposium Agenda Items

1. Combat action ribbon
2. M-4 Rifles in Iraq
3. M-9 for SAW gunners
4. Marines deploying within 120 days
5. NCO/SNCO Creed
6. PES, accountability/oversight by senior enlisted
7. Address & improve safety/suicide prevention
8. Safety/suicide first response training
9. Combat Stress policy

Topic: Combat Action

Discussion: Ribbon

- ★ Re-establish criteria for combat action ribbon
- ★ Current verbiage in order leads to numerous interpretations
- ★ Disconnect between Navy and Marine Corps
- ★ Commanders inconsistent in awarding of combat action ribbon
- ★ Unconventional vice conventional warfare
- ★ The aviation equivalent is the Air Medal which has different qualifying criteria than the CAR for combat actions on the ground

Briefer's Name: SgtMaj Arndt



Topic: Combat Action Ribbon

Recommendation:

Forward to CMC for action

Re-write SECNAVINSTR to enable commanders to be consistent

Ensure criteria for earning the Air Medal and Combat Action Medal be fair and consistent

Establish consistency between Navy and Marine Corps

Sergeants Major Symposium addressed the awards board for recommendations concerning awarding of combat action ribbon.



Topic: Combat Action Ribbon

Recommendation:

Change verbiage on page 2-27 paragraph 14b(2), to read “The principal eligibility criterion is that the individual must have participated in a ground or surface combat action during which he/she was under enemy fire and his/her performance while under fire was satisfactory. (all else remains same)

14b(2)(b): Replace the word sustained with enemy.



Team 4 Category

SgtMaj	Dixon
SgtMaj	Morin
SgtMaj	Sosa
SgtMaj	Edwards
SgtMaj	Cummings
SgtMaj	Sandoval
SgtMaj	Howard
SgtMaj	Perez
SgtMaj	Carlton
SgtMaj	Mason
SgtMaj	Tucker



2005 SgtsMaj Symposium Agenda Items

- ★ Single Marine QOL
- ★ Retention
- ★ SMP



2005 SgtsMaj Symposium Agenda Items

- ★ M4L/ISP
- ★ 3-Phase Reintegration Program
- ★ Upgrade Dental Benefits for Dependents
- ★ Housing for Senior Enlisted



2005 SgtsMaj Symposium Agenda Items

- ★ Current Recruiting Challenges
- ★ Promotion Board Photos for Female Marines
- ★ Official Photograph
- ★ Tour Length of 1StSgt's Assigned to I&I's



2005 SgtsMaj Symposium Agenda Items

- ★ Administrative Separation for Drug use
- ★ Civilian Military Conversion

Topic: Single Marine QOL

Discussion:

- ✦ Billeting Concerns
- ✦ Doesn't have the same sense of urgency as married families

Briefer's Name: SgtMaj Sandoval

Topic: Single Marine QOL

Recommendation:

- ✦ Accelerate 2012 BEQ campaign plan minimum standards of adequacy.
- ✦ Accelerate MILCON construction of new BEQ's

Topic: Retention

Discussion:

- ★ CNA first term retention study reflects lower reenlistment rates for single Marines in comparison to Married Marines
- ★ 500 less RELM submissions than FY 05

Briefer's Name: SgtMaj Perez

Topic: Retention

Recommendation:

- ★ Utilize the SMP as a tool to increase retention
- ★ Maintain position on the 1:1 dwell time
- ★ BEQ QOL

Topic: SMP

Discussion:

- ★ Senior Leadership involvement/buy-in
- ★ Dependable unit rep's and keep it consistent
- ★ SMP often is the base working party
- ★ Lack and accessibility of facilities
- ★ Insufficient direct funding

Briefer's Name: SgtMaj Edwards

Topic: SMP

Recommendation:

- ★ CMC enforce senior leadership and buy-in
- ★ Create HQMC separate committee for SMP
- ★ Full time coordinator with clout (NF/GS)
- ★ SMP should be a stand alone program – presently under Semper-Fit

Topic: SMP

Recommendation:

- ✦ Enforce assignment duration
- ✦ The SMP exists to address the QOL needs of singles
- ✦ Provide dedicated office spaces
- ✦ Provide bases with satellite facilities as needed (CLNC/CPCA)



Topic: SMP

Recommendation:

- ★ As participation increases additional funding is required